

**NEW ETV STATION
CHANNEL 39
BAKERSFIELD, CALIFORNIA**

STATEMENT OF ROBERT L. HAMMETT, CONSULTING ENGINEER

The firm of Hammett & Edison, Inc., Consulting Engineers, has been retained by Community Television of Southern California, licensee of Television Station KCET-TV, Channel 28, Los Angeles, California, to prepare the engineering portion of an application for construction permit to establish a new non-commercial station on Channel 39 at Bakersfield, California.

PROPOSED CONDITIONS

The proposed transmitting facilities will have a maximum effective radiated power of 310 kilowatts in the direction N 260° E with an antenna height of 406 meters above average terrain. The proposed directional antenna will be a Bogner Type B16UCM, the details of which are shown on attached figures.

ALLOCATION CONDITIONS

Channel *39- has been allotted to Bakersfield, California, by Section 73.603 of the Rules and is designated for use only by non-commercial educational broadcast stations. Allocation studies made under my direction show that the use of this channel at the site proposed herein would fully comply with all station separation requirements specified in the Rules. The following table shows the nearest station or allotment on each pertinent channel.

<u>Channel</u>	<u>Nearest Station or Allotment</u>	<u>Required Spacing</u>	<u>Proposed Spacing</u>
24	KSEE, Fresno, CA	119.9 km	153.0 km
25	Ridgecrest, CA	95.7	98.7
31	C.P., Twentynine Palms, CA	31.4	277.8
32	Santa Barbara, CA	95.7	142.9
34	KMEX-TV, Los Angeles, CA	31.4	148.0
35	Barstow, CA	31.4	167.7
36	PRM, Santa Maria, CA	31.4	163.5
38	C.P., Santa Barbara, CA	87.7	150.5
39	C.P., Paradise, NV	280.8	343.7
40	KTRN-TV, Santa Ana, CA	87.7	148.3

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CALCULATED COVERAGE

The locations of the 80 dBu, Grade A, and Grade B contours for the proposed operation have been calculated in accordance with the applicable Rules of the Federal Communications Commission and are shown on an attached figure. The land area within the Grade B contour was determined by summing the areas of incremental triangular sectors contained within the contour. The population within this contour was determined by summing the populations given in the 1980 Census of the United States for those enumeration districts whose centroids lie within the contour.

ENVIRONMENTAL CONDITIONS

The proposed transmitter site is located in an existing antenna farm. Discussions with the cognizant officials of the site manager have assured the availability of this site under certain conditions which can be met by the applicant. The area is mountainous and essentially unpopulated with existing power and road access. The proposed tower will be a self-supporting structure with an overall height of 52 meters above the site. The television transmitter and associated equipment will be housed in a one story building, not exceeding 1,000 square feet in area, located at the base of the tower. The proposed tower construction has not been a matter of local controversy and the location is understood not to contain any sites of substantial scenic, cultural, historic, architectural, archaeological, or recreational value. The site is not near a major river and is not believed to be on a natural flyway for birds. No adverse environmental effects arising from the construction and operation of the tower are perceived, other than its unavoidable visual impact.

The proposed operation has been studied in accordance with the procedures set forth in FCC OST Bulletin No. 65 "Evaluating Compliance with FCC-Specified Guidelines for Human Exposure to Radio Frequency Radiation" and has been found to comply with the American National Standards Institute Standard C95.1-1982. The proposed operation complies with the requirements of the FCC Rules Section 73.1030. The proposed site is located near existing television transmitters but, from our experience with numerous other antenna farms, we do not believe any insoluble problems of interference will be created. The applicant is fully aware of its responsibility to cooperatively resolve all such problems. The licensee will adopt appropriate restrictions in cooperation with other site users to prevent excessive exposure to riggers or other personnel required to climb the tower.

WAIVER OF TELEVISION FREEZE

The Commission's Notice of July 16, 1987, in MM Docket 87-268, which announced a freeze on TV allotments, specifically provided for the consideration of waiver requests on a case-by-case basis for non-commercial educational channels. Such consideration is requested for the subject

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Bakersfield application of Community Television of Southern California. A waiver is justified by the technical factors set forth below.

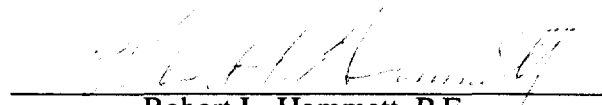
The Commission Notice of Inquiry released August 20, 1987, enumerated various changes

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propagation is prevalent, it is my opinion that considerably less mutual interference would result between Bakersfield and Los Angeles than between San Diego and Los Angeles. The use of Channel 39 in Bakersfield as proposed herein is therefore not preclusionary.

Our review of the service provided by other non-commercial educational television stations shows that the new Channel 39 facilities herein proposed would provide the first regular PBS station for Bakersfield. No other station provides even Grade B PBS service to Bakersfield.

**HAMMETT & EDISON, INC.
Consulting Engineers**



Robert L. Hammett, P.E.

August 29, 1988

AFFIDAVIT

State of California)
)
County of San Mateo) ss:

Robert L. Hammett, being first duly sworn upon oath, deposes and says:

1. That he is a qualified Registered Professional Engineer, holds California Registration No. E-007601 which expires September 30, 1990, and is a principal in the firm of Hammett & Edison, Inc., Consulting Engineers, with offices located near the city of San Francisco, California,

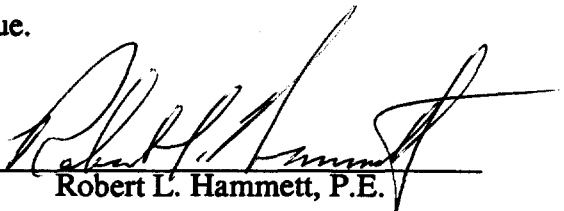
2. That he graduated from Stanford University in 1942, received a Master of Arts Degree in Electrical Engineering from Stanford University in 1943, was a Research Associate at Radio Research Laboratory, Harvard University, from 1943 through 1945, and has practiced as a consulting engineer since 1946,

3. That the firm of Hammett & Edison, Inc., Consulting Engineers, has been retained by Community Television of Southern California, licensee of Television Station KCET-TV, Channel 28, Los Angeles, California, to prepare the engineering portion of an application for construction permit to establish a new non-commercial station on Channel 39 at Bakersfield, California,

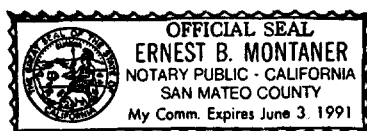
4. That such engineering work has been carried out by him or under his direction and that the results thereof are attached hereto and form a part of this affidavit, and

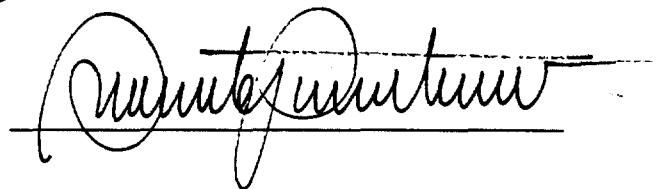
5. That the foregoing statement and the report regarding the aforementioned engineering work are true and correct of his own knowledge except such statements made therein on information and belief, and as to such statements, he believes them to be true.




Robert L. Hammett, P.E.

Subscribed and sworn to before me ~~the~~ 29th day of August, 1988





**NEW ETV STATION
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ENGINEERING SPECIFICATIONS OF PROPOSED OPERATION

A. Transmitter Site

North Latitude	35° 26' 17"
West Longitude	118° 44' 23"

Mt. Adelaide, 24 kilometers east of Bakersfield, California

B. Studio Site

To be determined in Bakersfield, station will initially operate as 100% satellite of Station KCET-TV, Channel 28, Los Angeles, California

C. Equipment

Transmitter	Information Transmission Systems Corp., Model ITS-235	5 kW
Transmission line	Dielectric Products, 3-1/8", 50 ohm, rigid, copper	50 m
Tower	Self-supporting	43 m
Antenna	Bogner, Type B16UCM	Directional*

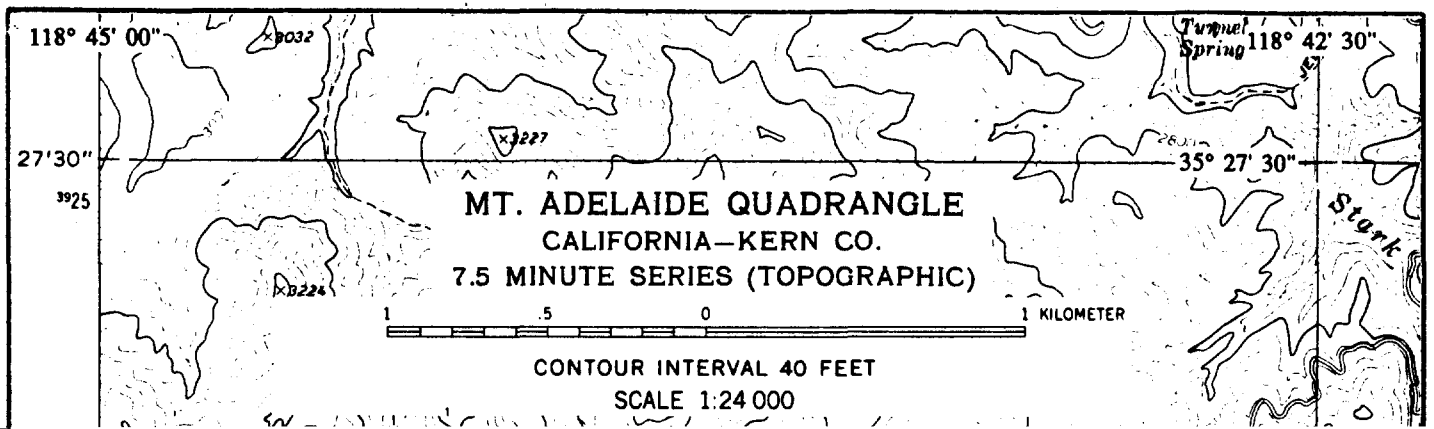
D. Height

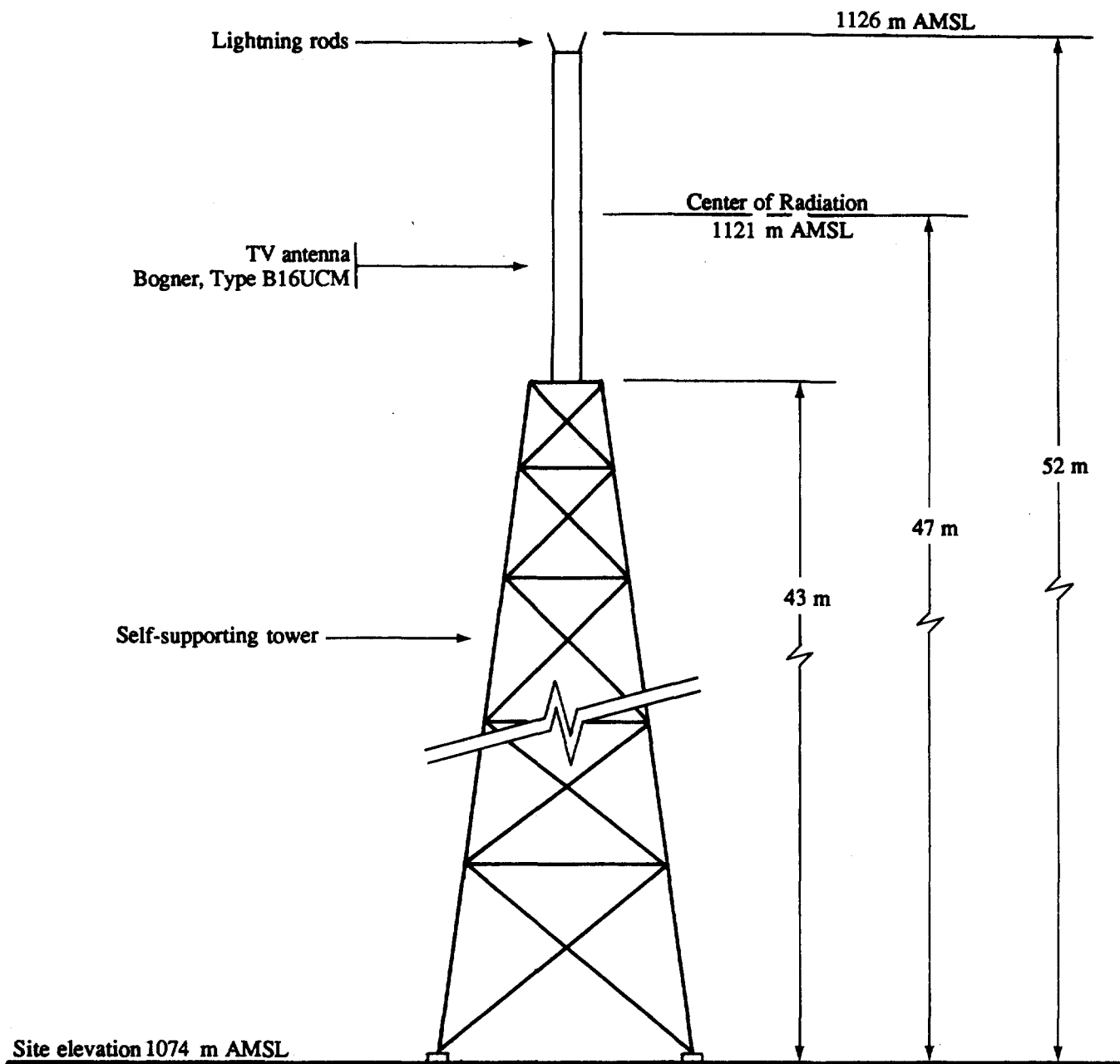
Height of site above mean sea level	1074 m
Height of tower and antenna above site	52 m
Overall height above mean sea level	1126 m
Effective height of antenna above site	47 m
Effective height of antenna above mean sea level	1121 m
Elevation of average terrain above mean sea level	715 m
Effective height of antenna above average terrain	406 m

E. Operation

	Aural	Visual
Frequency	625.74 MHz	621.24 MHz
Channel	39-	39-
Transmitter power output	(0.5 kW) -3.01 dBk	(5 kW) 6.99 dBk
Transmission line loss	0.39 dB	0.39 dB
Power input to antenna	-3.40 dBk	6.60 dBk
Antenna gain		
Maximum	18.32 dB	18.32 dB
Horizontal maximum	4.34 dB	4.34 dB
Effective radiated power		
Maximum*	(31.0 kW) 14.92 dBk	(310 kW) 24.92 dBk
Horizontal maximum	(1.24 kW) 0.94 dBk	(12.4 kW) 10.94 dBk

* Electrical beam tilt of 1.5° is proposed. Maximum ERP is at N 260° E and 1.5° below horizontal plane.





N. Latitude $35^{\circ} 26' 17''$
W. Longitude $118^{\circ} 44' 23''$

NOT TO SCALE

TOWER AND ANTENNA NOT PAINTED OR LIGHTED

HAMMETT & EDISON, INC.
CONSULTING ENGINEERS
SAN FRANCISCO

NEW ETV STATION
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880802

ANTENNA ELEVATION

FIGURE 3

**NEW ETV STATION
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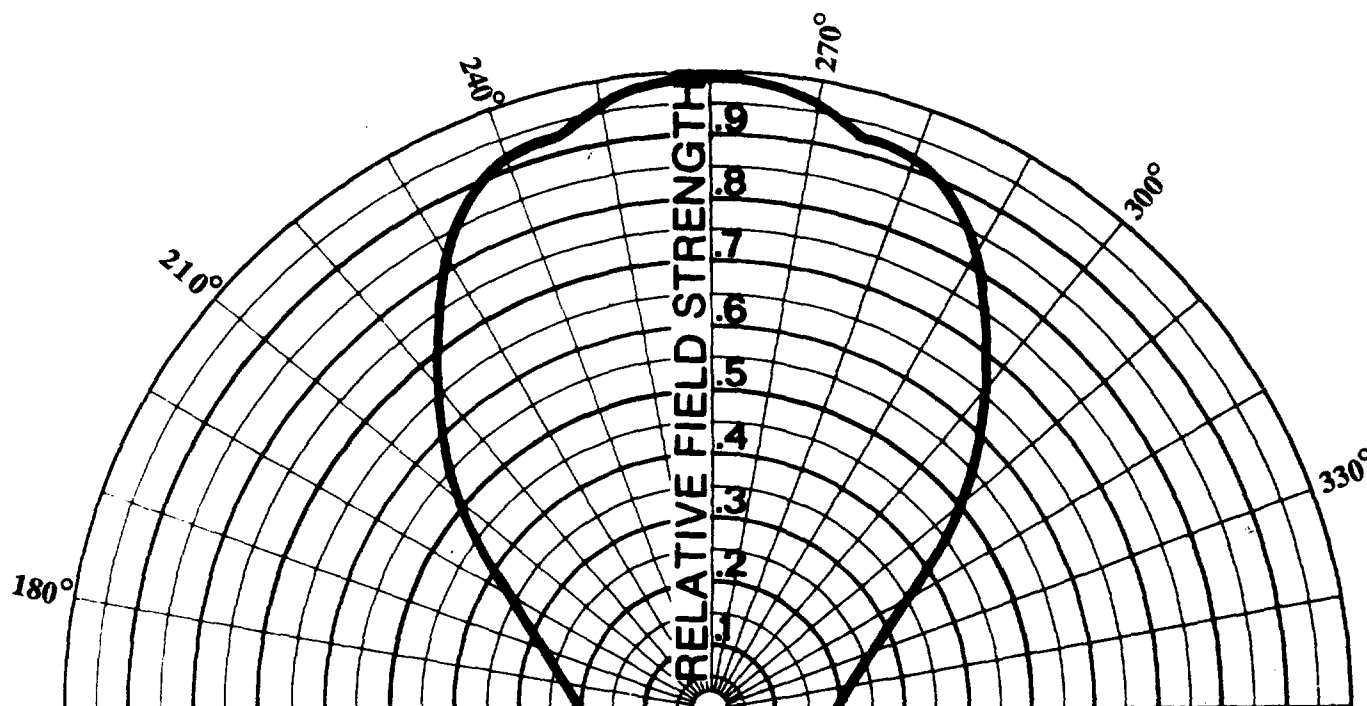
ANTENNA DATA DERIVED FROM MANUFACTURER'S CATALOG

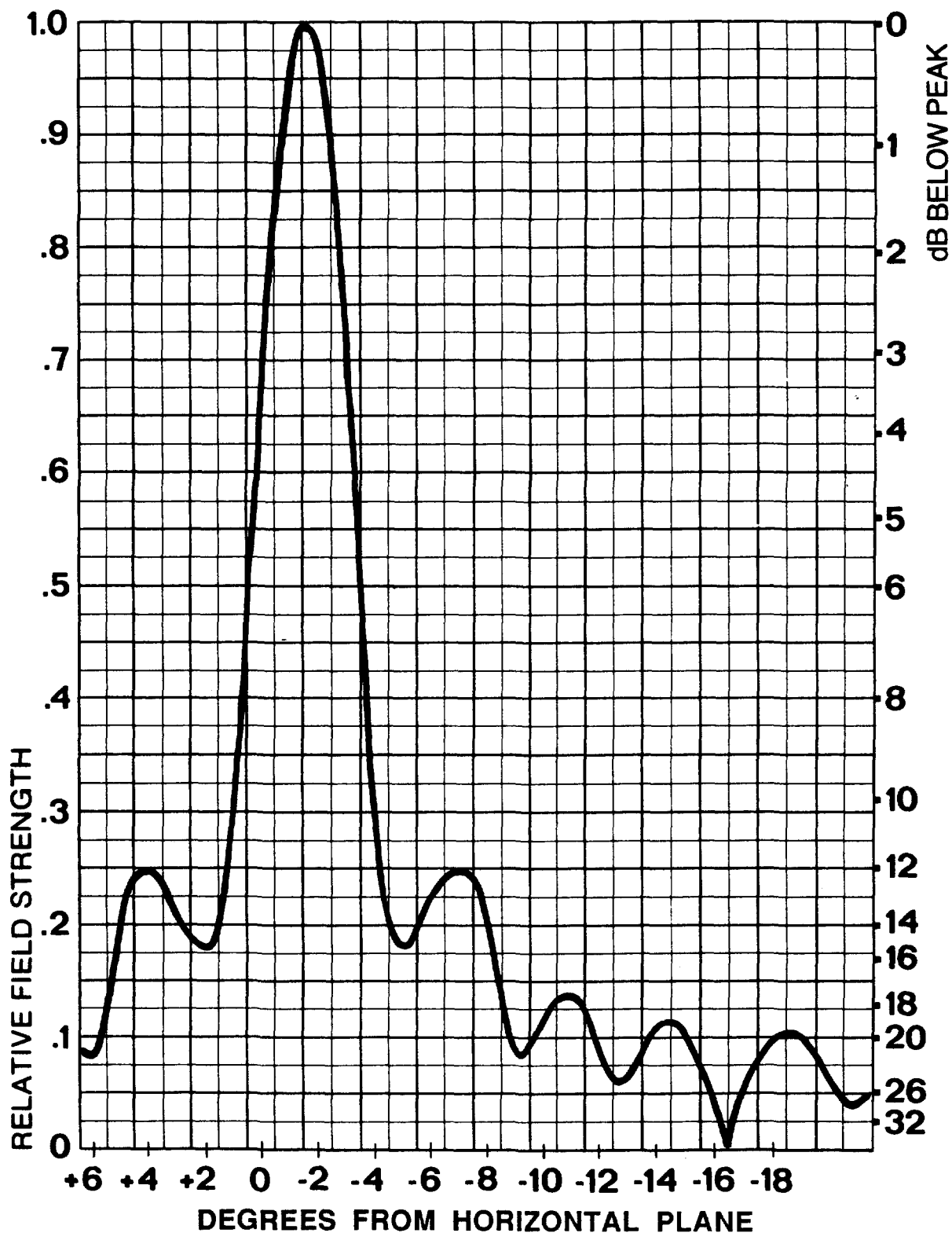
Manufacturer	Bogner Broadcast Equipment Corp.
Antenna Model Number	B16UCM
Maximum gain over dipole (No beam tilt)	19.00 dB
Maximum gain over dipole with 1.5° electrical beam tilt	18.32 dB
Horizontal plane relative field pattern	See Figure 4B
Vertical plane relative field pattern at any azimuth	See Figure 4C

BOGNER
ANTENNAS

**HORIZONTAL
PLANE
PATTERN**

**PATTERN C - 80° COVERAGE
LOW AND MEDIUM POWER
ANTENNAS · CATALOG 301**





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COMPUTATION OF DIRECTIONAL RADIATION

<u>Azimuth</u>		<u>Polar Field Factor</u> ¹	<u>Radiation in Maximum</u> ²	<u>Radiation in Horizontal Plane</u> ³	<u>Depression Angle</u> ⁴	<u>Radiation at Depression Angle</u> ⁵
N	0° E					
		.185	10.26 dBk	6.85 dBk	0.46°	8.43 dBk
	10	.185	10.26	6.85	0.42	8.32
	20	.190	10.50	7.09	0.37	8.45
	30	.205	11.16	7.75	0.32	8.89
	45	.245	12.70	9.29	0.22	10.08
	60	.275	13.71	10.30	0.15	10.86
	70	.280	13.86	10.45	0.15	11.01
	80	.290	14.17	10.76	0.15	11.32
	90	.280	13.86	10.45	0.15	11.01
	100	.275	13.71	10.30	0.15	10.86
	110	.270	13.55	10.14	0.15	10.70
	120	.250	12.88	9.47	0.23	10.26
	135	.210	11.36	7.95	0.46	9.53
	150	.195	10.72	7.31	0.56	9.21
	160	.195	10.72	7.31	0.62	9.41
	170	.200	10.94	7.53	0.64	9.73
	180	.225	11.96	8.55	0.72	10.95
	190	.275	13.71	10.30	0.73	12.70
	200	.360	16.05	12.64	0.75	16.05
	210	.510	19.07	15.66	0.76	19.07
	225	.745	22.36	18.95	0.78	22.36
	240	.920	24.20	20.79	0.80	24.20
	250	.960	24.57	21.16	0.81	24.57
	260	1.000	24.92	21.51	0.82	24.92
	270	.960	24.57	21.16	0.82	24.57
	280	.920	24.20	20.79	0.80	24.20
	290	.820	23.20	19.79	0.77	23.20
	300	.660	21.31	17.90	0.74	21.31
	315	.425	17.49	14.08	0.69	16.38
	330	.265	13.38	9.97	0.62	12.07
	340	.220	11.77	8.36	0.57	10.36
	350	.195	10.72	7.31	0.52	9.10

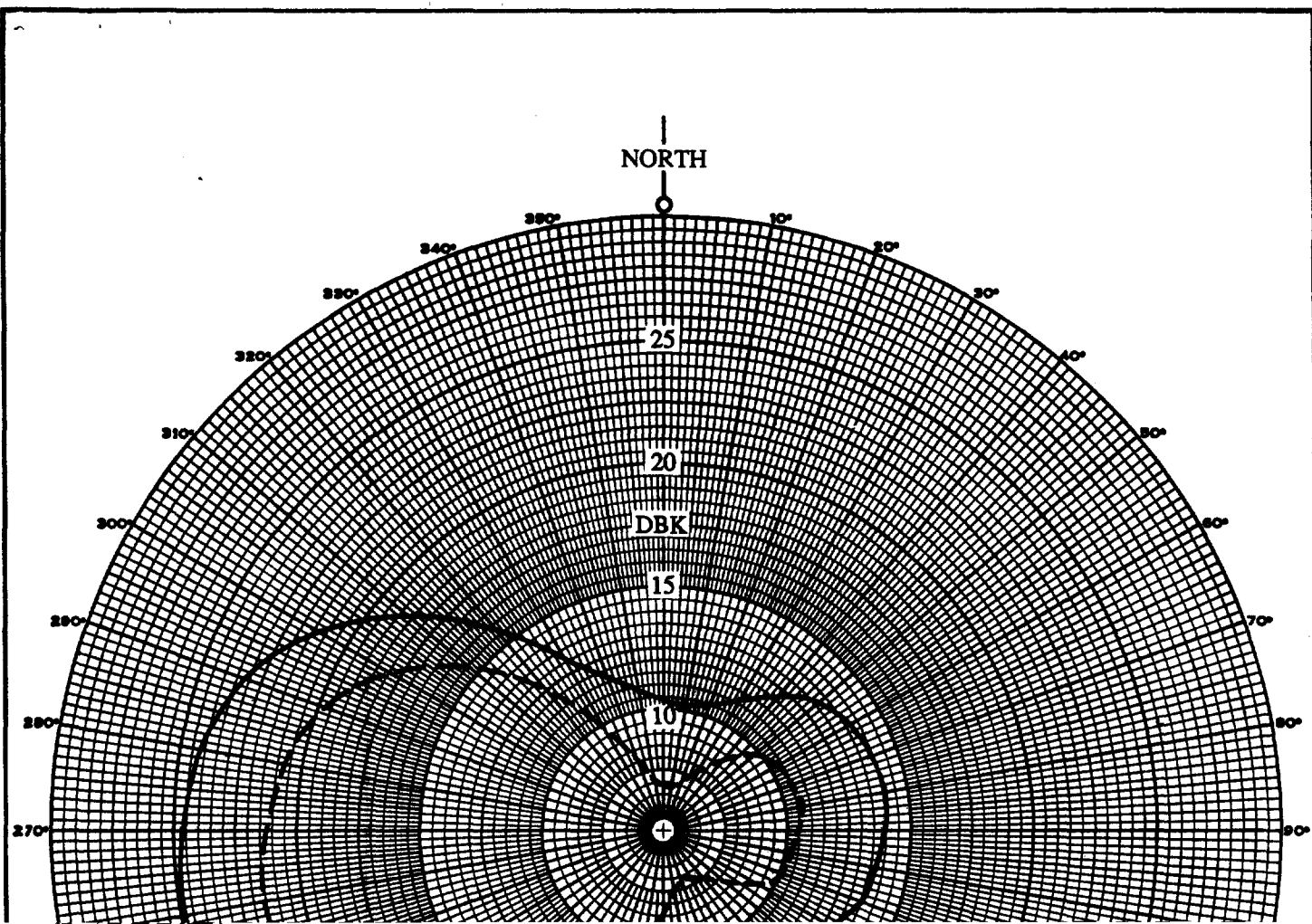
1 From Figure 4B

2 24.92 dBk +20 log (Polar Field Factor)

3 Radiation in Maximum - 3.41 dB (see Figure 4C)

4 From Figure 6

5 From Figure 4C, Depression Angle, and Radiation in Maximum.



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**TERRAIN AND COVERAGE DATA
PROPOSED OPERATION**

<u>Azimuth</u>	<u>Average Elevation¹ (3 to 16 km)</u>	<u>Antenna Height Above Average Terrain²</u>	<u>Angle to Radio Horizon³</u>	<u>Effective Radiated Power⁴</u>	<u>Distance to Contours⁵</u>		
					<u>80 dBu</u>	<u>Grade A 74 dBu</u>	<u>Grade B 64 dBu</u>
N 0° E	844 m	277 m	0.46°	8.43 dBk	15.6 km	21.9 km	35.3 km
10*	892	229	0.42	8.32	14.1	19.8	32.8
20*	939	182	0.37	8.45	12.9	18.0	30.5
30*	987	134	0.32	8.89	11.3	15.9	27.3
45	1058	63	0.22	10.08	8.2	11.7	20.4
60*	1193	-72†	0.15	10.86	6.0	8.4	15.0
70*	1283	-162†	0.15	11.01	6.0	8.5	15.1
80*	1373	-252†	0.15	11.32	6.2	8.7	15.4
90	1463	-342†	0.15	11.01	6.0	8.5	15.1
100*	1325	-204†	0.15	10.86	6.0	8.4	15.0
110*	1188	-67†	0.15	10.70	5.9	8.3	14.9
120*	1050	71	0.23	10.26	8.8	12.5	21.8
135	844	277	0.46	9.53	16.6	23.3	36.8
150*	713	408	0.56	9.21	19.5	27.3	42.0
160*	626	495	0.62	9.41	21.8	30.0	45.3
170*	589	532	0.64	9.73	22.8	31.3	47.1
180	451	670	0.72	10.95	26.8	35.9	52.7
190*	422	699	0.73	12.70	29.9	39.2	56.2
200*	393	728	0.75	16.05	35.5	45.4	62.9
210*	364	757	0.76	19.07	40.9	51.2	69.5
225	320	801	0.78	22.36	47.3	57.6	77.5
240*	285	836	0.80	24.20	51.1	61.7	82.7
250*	261	860	0.81	24.57	52.2	63.0	84.3
260*	238	883	0.82	24.92	53.2	64.2	85.9
270	238	883	0.82	24.57	52.6	63.5	85.0
280*	297	824	0.80	24.20	50.9	61.5	82.4
290*	355	766	0.77	23.20	48.1	58.4	78.4
300*	414	707	0.74	21.31	43.7	54.0	72.8
315	502	619	0.69	16.38	34.0	43.7	60.8
330*	616	505	0.62	12.07	25.5	34.0	50.3
340*	692	429	0.57	10.36	21.3	29.6	44.7
350*	768	353	0.52	9.10	18.2	25.4	39.6
Average	715	406					

* Not included in average

† Height of 30.5 meters used to project distances to contours

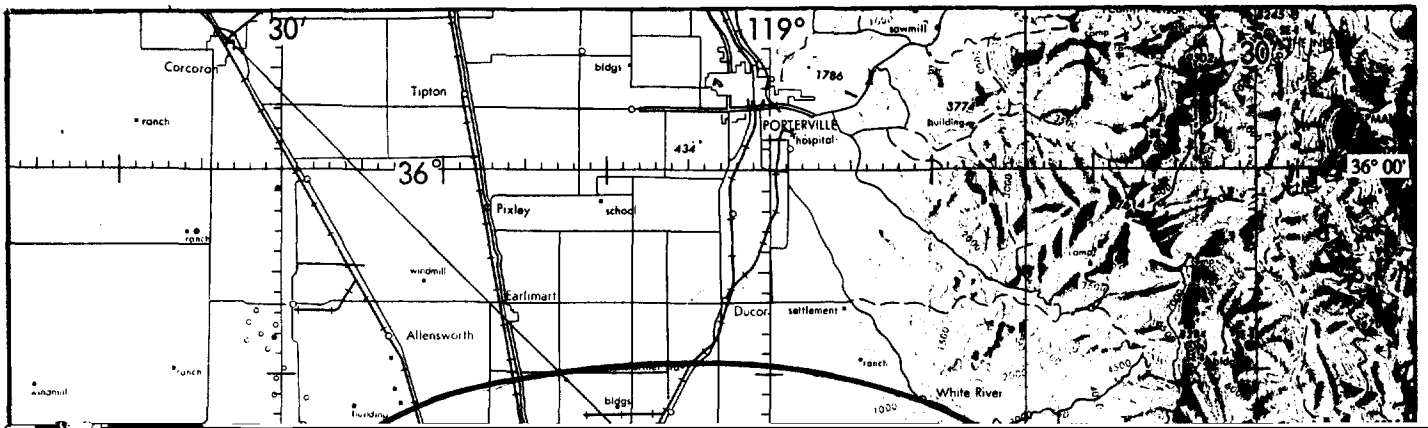
¹ NGDC database, interpolated between standard radials except for N 260° E

² 1121 m minus Average Elevation

³ $0.0277 \sqrt{\text{Height Above Average Terrain}}$

⁴ Effective radiated power at depression angle shown. Where the radiation at the pertinent angle is 90 percent or more of the maximum at a given azimuth, the maximum radiation is used, in accordance with Section 73.684(c)(2) of the FCC Rules.

⁵ FCC Rules, Section 73.699, Figure 10b.



BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Call Letters KCET

Code No.

Name of Licensee Community Television of Southern California
City and State which station
is licensed to serve Los Angeles, California

TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

☐ AM

☐ FM

☐ Combined AM & FM
in same area

☐ TV

☐ Low Power TV

☐ International

Noncommercial Broadcast Station

☐ Educational Radio

☒ Educational TV

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name <u>Nancy L. Rishagen*/</u>		Street Address <u>KCET; 4401 Sunset Boulevard</u>	
City <u>Los Angeles</u>	State <u>California</u>	ZIP Code <u>90027</u>	Telephone No. <u>(213) 666-6500</u>

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

☐ If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow all instructions.

☐ If minority group representation in the available labor force is less than 5 percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information for your program directed towards women.

*/ With copies to: Theodore D. Frank, Esq., Arent, Fox, Kintner, Plotkin & Kahn
1050 Connecticut Avenue, N.W., Washington, D.C. 20036-5339.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>Nancy L. Rishagen</i> Nancy L. Rishagen
Title Vice President, Human Resources and Facilities Services
Date 7/27/88
Name of Respondent Community Television of Southern California
Telephone No. (include area code) (213) 666-6500

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

Exhibit A

The applicant is planning to operate the Bakersfield station as a satellite station rebroadcasting 100% of the programming of noncommercial educational television Station KCET-TV, Los Angeles, California. Station KCET offers a wide range of public and educational broadcast programming serving the educational, cultural and other needs of the residents of Southern California. Operation of this satellite will permit Station KCET to improve its service to the Bakersfield area and reduce its, and its viewers, dependence on cable carriage.

Applicant: Community Television of Southern California
Call Letters: KCET
Date: as of July 7, 1988

Exhibit A

FCC Form 396, Section III

KCET actively recruits prospective employees from a wide variety of sources, and also obtains large numbers of resumes submitted by applicants who are not responding to recruiting efforts. It is not always clear from resumes and submissions whether the applicant is a minority or a woman, or the source of the referral (if any). KCET makes reasonable efforts to obtain information pertaining to sources of referrals in order to monitor the performance of those sources, and to update our source list.

Although we cannot know with absolute certainty, the following is our best estimate of the number of referrals based on our analysis of all resumes submitted:

Educational Institutions

	<u>Number of Referrals</u>	
	<u>Minority</u>	<u>Women</u>
Calif. State Univ. - Northridge	0	2
Calif. State Univ. - Fullerton	0	2
UCLA	6	37
USC	0	3
Loyola Marymount	0	1

Organizations

	<u>Number of Referrals</u>	
	<u>Minority</u>	<u>Women</u>
Community Advisory	1	1
Women in Film	0	1
Women at Work	0	2

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Nancy L. Rishagen Vice President,
TITLE Human Resources and Facilities Services

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☒ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☒ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.

☒ Other (specify) Our EEO policy is included in the company human resources administrative handbook (maintained by each department head) as well as in the employee handbook (copies of which are distributed to all employees when hired). We inform all employees of current job openings by means of a memorandum which is posted and distributed, describes the position and contains our EEO policy statement.

III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

- ☒ Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals Minority	Women
See attached Exhibit A		

- ☒ Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals Minority	Women
See attached Exhibit A		

- ☒ We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

See attached Exhibit A

Minority	Women
----------	-------

- ☒ Other (specify) and the number of minority and/or women referrals are:

See attached Exhibit A

Minority	Women
----------	-------

IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 7/1/87 and ending (Month-Day-Year), 6/30/88 we hired:

Total hires 71 Minorities 35 Women 44

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 32 Minorities 11 Women 20
four categories

V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 7/1/87 and ending (Month-Day-Year) 6/30/88 we promoted:

Total promotions 26 Minorities 9 Women 20

During this period, in the upper four job categories, we promoted:

Total promotions, upper 17 Minorities 3 Women 12
four categories

VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics

The above information is for:

☐

M.S.A.

☐

City

☐

County

☐

Other (specify)

VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

On October 1, 1985, a terminated employee of KCET, George Changpo, filed a complaint with the California Department of Fair Employment & Housing (charge no. FEP85-86 B3-0365re), which complaint was also presented to the EEOC on October 30, 1985 (charge no. 092865200). The complaint alleged discrimination on the basis of race and national origin. The Department of Fair Employment & Housing closed the case effective September 24, 1986 on the basis of insufficient evidence, and the EEOC followed with a determination on January 6, 1987 that there was not reasonable cause to believe the charge was true. No lawsuit was ever filed.

VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

See attached Exhibit B.

Applicant: Community Television of Southern California
Call Letters: KCET
Date: as of July 7, 1988

Exhibit B

FCC Form 396, Section VIII

KCET has made recruitment of minority and women to fill open positions a high priority, and continually explores new ways to recruit qualified minority and women job candidates. For example, we have sent representatives to attend two minority job fairs already in 1988, and will be attending the National Association of Black Journalists Job Fair in St. Louis in August. We have a special Human Resources budget for Affirmative Action, and will use part of that money to attend more minority job fairs, both locally and nationally. We hope to attend at least five during this fiscal year (July 1, 1988 through June 30, 1989).

KCET has placed two students in summer jobs at the station through the "YES To Jobs" program. This program encourages minority high school students who are interested in the entertainment industry to apply for summer jobs at minimum wage at various entertainment industry companies. We will review the effectiveness of this program at the end of the summer, and if successful, hope to place even more students next year.

We also recognize that sometimes our staff will learn of highly qualified potential employees because they have been hired by the station as temporary employees. Accordingly, we encourage the temporary employment agencies used by KCET to provide us with minority temporary help.

KCET periodically reviews the performance of its referral system, and updating its list of sources when it becomes aware of organizations that could potentially refer qualified minority and women job candidates. KCET regularly uses all sources of which it is aware. The Human Resources department regularly monitors the statistical progress KCET is making, and if any problem is noted, investigates the possible causes so as to be able to remedy the situation as quickly as possible. Station employment profiles are prepared for this purpose not less frequently than quarterly.

Organizations (Cont.)

	<u>Minority</u>	<u>Women</u>
Career Dynamics Group	0	1
Bay Area Broadcasting Skills Bank	1	1
American Women in Radio & T.V.	0	2
Board of Directors/KCET	1	1
ADEPT (Assisting the Disabled with Employment, Placement and Training)	1	1
State Rehabilitation Dept.	0	1
HAMAS (Hispanic Academy of Media Arts and Sciences)	1	0
EDD (Employment Development Department)	1	2

Employee ReferralsNumber of Referrals

<u>Minority</u>	<u>Women</u>
21	42

PublicationsNumber of Referrals

	<u>Minority</u>	<u>Women</u>
LA Times	116	558
Hollywood Reporter	6	62
Variety	3	42
LA Job Connection	0	2
LA Job Sheet	0	3
Adweek	1	11
California Chicana News Media Association Newsletter	5	2
Legal Exchange	1	5
Daily Review	0	1
Herald Examiner	0	1

<u>Publications (Cont.)</u>	<u>Minority</u>	<u>Women</u>
National Business Employee Weekly	0	1
San Diego Union	0	2
Arizona Republic	1	1
Fresno Bee	1	2
New York Times	1	2
Washington Post	0	1
Houston Chronicle	1	3

<u>Others</u>	<u>Number of Referrals</u>	
	<u>Minority</u>	<u>Women</u>
Employment Agencies	75	83
KCET Jobline *	9	43
CPB Jobline	0	8
Business Contact	4	2
Union	1	2

* The KCET Job Line is a special telephone number which applicants can call to hear a pre-recorded message setting forth current job openings.

In addition to the sources noted above, KCET maintains contacts with the following sources, but has been unable to ascertain with certainty the number of referrals from each:

- Mexican-American Opportunities Foundation
- NAACP
- Nosotros
- So. California Indian Center
- Oriental Service Center
- Pacific Asian Consortium in Employment
- Placement Service for Older Workers
- United Cambodian Community, Inc.
- Black Women's Forum